EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Summary/Purpose: The purpose of this policy is to define the procedure for insuring compliance with federal regulations.

It is the policy of The University of Mississippi not to discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, disability, age, sexual orientation, veteran status, or genetic information. This policy extends to recruitment, employment, promotion, demotion, transfer, lay-off, termination, compensation, training, benefits and all other terms and conditions of employment.

Employment opportunities will not be distinguished on the basis of gender unless gender is a bona fide occupational qualification. Employment opportunities will not be distinguished on the basis of age except where age is reasonably taken into account as a factor necessary to the normal operation or the achievement of any statutory objective of a program or activity administered by the University.

The University will take affirmative action to recruit, employ and to advance in employment minorities; women; individuals with disabilities; disabled veterans; and other covered veterans, including recently separated veterans, armed forces service medal veterans, and other protected veterans defined as any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. Reasonable accommodations will be made for otherwise qualified disabled veterans and other persons with disabilities.

The University of Mississippi is a place where equal opportunity for faculty, staff and students is welcomed and embraced both in spirit and in law. The University’s commitment is an institutional commitment. Positive results are expected from signatory officers and supervisors whose employment decisions have a direct impact on the attainment of the University’s affirmative action goals.

Complaints by faculty members, staff or students should be directed to the Executive Director of Equal Opportunity and Regulatory Compliance, Post Office Box 1848, 217 Martindale Student Services Center, telephone 662-915-7735, email address eeo@olemiss.edu.